



## Summary

### Main Features

A Data Cube containing Types of Employment can be found in the **July 2006 issue** from the Details tab and under Past & Future Releases tab above.

A Data Cube containing Measures of Labour Underutilisation can be found in the **April 2006 issue** from the Details tab.

### LABOUR STATISTICS NEWS

#### LABOUR THEME PAGE

The ABS Labour Theme Page, available on the ABS web site, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Theme Page, go to <[www.abs.gov.au](http://www.abs.gov.au)> [Themes - People - Labour].

#### SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. **Labour Mobility, Australia** (cat. no. 6209.0), **Job Search Experience, Australia** (cat. no. 6222.0) and **Education and Work, Australia** (cat. no. 6227.0) were released in December 2006. See the Recent Releases in this issue for more details.

#### MULTI PURPOSE HOUSEHOLD SURVEY

The Multi Purpose Household Survey (MPHS) provides annual statistics for a number of small, self-contained topics, including a number of labour-related topics. Data for MPHS topics are collected each month over a financial year. A topic on work-related injuries was conducted in 2005-06. **Work-Related Injuries, Australia** (cat. no. 6324.0) was released in December 2006. See the Recent Release in this issue for more details.

#### CHANGES TO ABS MEASURES OF EMPLOYEE REMUNERATION

In November 2006, **Information Paper: Changes to ABS Measures of Employee Remuneration** (cat. no. 6313.0) was released. This information paper describes employee remuneration arrangements, the conceptual basis for the range of ABS remuneration measures, the changes being made to conceptual treatments, and the impact of these changes on ABS statistical series. See the Technical Report in this issue for more details.

#### ABS EMAIL NOTIFICATION SERVICE

By subscribing to this free service, you will be kept informed via email of the latest releases of ABS products. To subscribe, follow the link from the ABS home page <[www.abs.gov.au](http://www.abs.gov.au)>, provide your email address, and select your topics of interest.

#### Recent and upcoming statistical releases

Release date/title of publication	Reference period	Catalogue number
December 2006		
Education and Work, Australia	May 2006	6227.0
Industrial Disputes, Australia	September quarter 2006	6321.0.55.001
Job Search Experience, Australia	July 2006	6222.0
Labour Force, Australia	November 2006	6202.0
Labour Force, Australia, Spreadsheets	November 2006	6202.0.55.001
Labour Force, Australia - Detailed Delivery, Monthly	November 2006	6291.0.55.001
Labour Force, Australia - Detailed Delivery, Quarterly	November 2006	6291.0.55.003
Labour Mobility, Australia (Reissue)	February 2006	6209.0
Labour Statistics: Concepts, Sources and Methods (update)	August 2006	6102.0.55.001
Wage and Salary Earners, Public Sector, Australia	September quarter 2006	6248.0.55.001
Work-Related Injuries, Australia	2005-06	6324.0
January 2007		
Australia at a Glance	2007	1309.0
Australian Labour Market Statistics	January 2007	6105.0
Job Vacancies, Australia	November 2006	6354.0
Labour Force, Australia	December 2006	6202.0
Labour Force, Australia, Spreadsheets	December 2006	6202.0.55.001
Labour Force, Australia - Detailed Delivery, Monthly	December 2006	6291.0.55.001
Year Book, Australia	2007	1301.0
February 2007		
Average Weekly Earnings, Australia	November 2006	6302.0
Characteristics of Small Business, Australia	2005	8127.0
Child Employment, Australia	June 2006	6211.0
Employee Earnings and Hours, Australia	May 2006	6306.0

General Social Survey: Summary Results, Australia	2006	4159.0
General Social Survey: User Guide, Australia	2006	4159.0.55.002
Labour Force, Australia	January 2007	6202.0
Labour Force, Australia, Spreadsheets	January 2007	6202.0.55.001
Labour Force, Australia - Detailed Delivery, Monthly	January 2007	6291.0.55.001
Labour Price Index, Australia	December 2006	6345.0
Multi-Purpose Household Survey, Australia, Expanded Confidentialised Unit Record File	2005-06	4100.0.55.001
Information Paper: Multi-Purpose Household Survey, Expanded Confidentialised Unit Record File	2005-06	4100.0
March 2007		
Employees Earnings, Benefits and Trade Union Membership, Australia	August 2006	6310.0
General Social Survey: Basic Confidentialised Unit Record File	2006	4159.0.30.001
General Social Survey: Expanded Confidentialised Unit Record File	2006	4159.0.30.002
Information Paper: General Social Survey - Basic and Expanded Confidentialised Unit Record Files	2006	4159.0.30.003
Industrial Disputes, Australia	December quarter 2006	6321.0.55.001
Job Vacancies, Australia	February 2007	6354.0
Labour Force, Australia	February 2007	6202.0
Labour Force, Australia, Spreadsheets	February 2007	6202.0.55.001
Labour Force, Australia - Detailed Delivery, Monthly	February 2007	6291.0.55.001
Labour Force, Australia - Detailed Delivery, Quarterly	February 2007	6291.0.55.003
Persons Not in the Labour Force, Australia	September 2006	6220.0
Underemployed Workers, Australia	September 2006	6265.0
Wage and Salary Earners, Public Sector, Australia	December quarter 2006	6248.0.55.001
April 2007		
Australian Labour Market Statistics	April 2007	6105.0
Forms of Employment, Australia	November 2006	6359.0
Household Expenditure Survey and Survey of Income and Housing - Confidentialised Unit Record Files (second edition)	2003-04	6540.0
Household Expenditure Survey and Survey of Income and Housing - Confidentialised Unit Record Files, Technical Paper (second edition)	2003-04	6540.0.00.001
Household Expenditure Survey and Survey of Income and Housing: User Guide	2005-06	6503.0
Household Income and Income Distribution, Australia	2005-06	6523.0
Household Income and Income Distribution, Australia - Detailed Tables	2005-06	6523.0.55.001
Labour Force, Australia	March 2007	6202.0
Labour Force, Australia, Spreadsheets	March 2007	6202.0.55.001
Labour Force, Australia - Detailed Delivery, Monthly	March 2007	6291.0.55.001
Labour Statistics: Concepts, Sources and Methods (update)	April 2007	6102.0.55.001
Voluntary Work, Australia	2006	4441.0

## NOTES

## FORTHCOMING ISSUES

### ISSUE (QUARTER)

April 2007

July 2007

October 2007

### Release Date

5 April 2007

6 July 2007

5 October 2007

## DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 20 December 2006. Data sources for the tables in this publication are listed in Appendix 1.

## ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available on the ABS web site at <[www.abs.gov.au](http://www.abs.gov.au)> [Access to all ABS products & statistics - By Catalogue Number - 6. Labour Statistics and Prices].

## INQUIRIES

For information about other Australian Bureau of Statistics (ABS) statistics and services, please refer to the back of this publication.

## INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or call (02) 6252 7636.

## LABOUR MARKET SUMMARY

### KEY MEASURES

Measure	Series type	Period	Current figure	% change from	
				Previous quarter(a)	Previous year(b)
Employed					
Persons ('000)	Trend	Nov 2006	10 289.4	0.4	2.6
Full-time ('000)	Trend	Nov 2006	7 348.9	0.5	2.8
Part-time ('000)	Trend	Nov 2006	2 940.6	0.3	2.0
Part-time employment as a proportion of total employment (%)	Trend	Nov 2006	28.6	(c)0.0	(c)-0.2
Unemployed					
Persons ('000)	Trend	Nov 2006	500.5	-2.7	-8.5

Looking for full-time work ('000)	Trend	Nov 2006	356.1	-1.9	-8.3
Looking for part-time work ('000)	Trend	Nov 2006	144.4	-4.8	-9.2
Unemployment rate					
Persons (%)	Trend	Nov 2006	4.6	(c)-0.1	(c)-0.5
Long-term unemployment					
Persons ('000)	Trend	Nov 2006	82.8	-7.9	-15.2
As a proportion of total unemployment (%)	Trend	Nov 2006	16.5	(c)-0.9	(c)-1.3
Annual labour underutilisation rates(d)					
Long-term unemployment rate (%)	Original	Sep 2005	0.9	na	(c)-0.3
Unemployment rate (%)	Original	Sep 2005	5.1	na	(c)-0.4
Underemployment rate (%)	Original	Sep 2005	5.3	na	(c)-0.2
Labour force underutilisation rate (%)	Original	Sep 2005	10.5	na	(c)-0.6
Extended labour force underutilisation rate (%)	Original	Sep 2005	11.4	na	(c)-0.7
Children living without an employed parent(e) (%)	Original	Jun 2006	14.4	na	(c)-0.5
Labour force participation rate					
Persons aged 15-64 years (%)	Original	Nov 2006	75.5	(c)0.0	(c)0.4
Total (%)	Trend	Nov 2006	64.8	(c)-0.1	(c)0.4
Actual hours worked					
Aggregate weekly hours (mill. hours)	Original	Nov 2006	353.5	0.3	3.1
Average weekly hours - Persons (hours)	Original	Nov 2006	34.4	-0.7	0.6
Average weekly hours - Full-time (hours)	Original	Nov 2006	41.4	-1.2	0.1
Average weekly hours - Part-time (hours)	Original	Nov 2006	16.8	-0.6	1.6
Part-time workers					
Proportion who preferred to work more hours (%)	Original	Nov 2006	23.2	(c)-1.1	(c)-1.7
Wage price index					
Total hourly rates of pay excluding bonuses (index no.)	Trend	Jun qtr 2006	109.7	1.0	4.1
Average weekly earnings					
Full-time adult ordinary time earnings (\$)	Trend	Aug 2006	1 051.3	0.7	3.1
All employees total earnings (\$)	Trend	Aug 2006	839.5	1.1	4.6
Compensation of employees					
Household income account (\$m)	Trend	Sep qtr 2006	119 701.0	1.7	6.9
Average earnings (National Accounts basis nominal) per week (\$)	Trend	Sep qtr 2006	1 022.0	1.1	4.1
Industrial disputes					
Working days lost ('000)	Original	Sep qtr 2006	20.2	-28.4	-59.1
Working days lost per 1,000 employees (number)	Original	Sep qtr 2006	2.3	-28.2	-60.2
Job vacancies					
Australia ('000)	Trend	Aug 2006	156.7	3.8	13.6

na not available

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

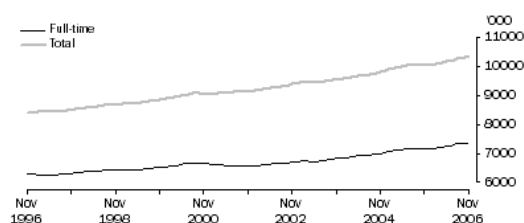
(c) Change in in percentage points.

(d) See table 4.1 or the Glossary for further explanation of labour underutilisation rates.

(e) As a proportion of all children aged under 15 years. See paragraphs 33 and 34 in the Explanatory Notes for information on family data.

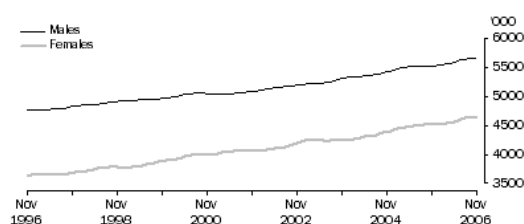
## EMPLOYMENT: TREND SERIES

Full-time and total employment



Sources: Labour Force Survey.

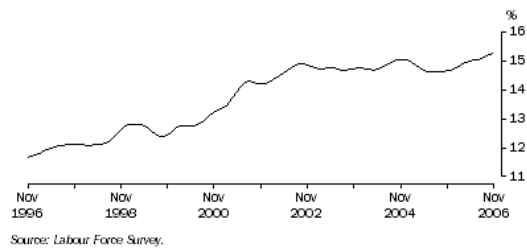
Males and females



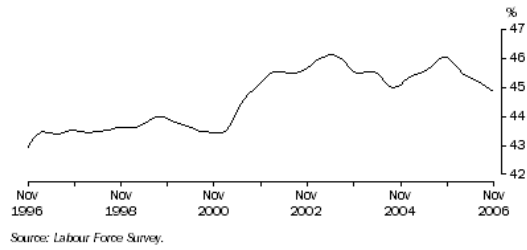
Sources: Labour Force Survey.

## PART-TIME EMPLOYMENT: TREND SERIES

Proportion of total employment, Males

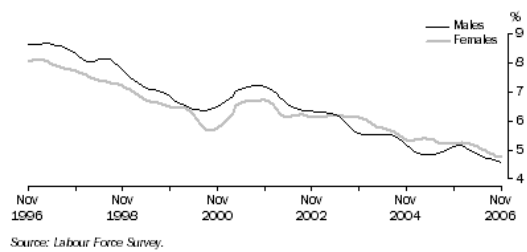


**Proportion of total employment, Females**



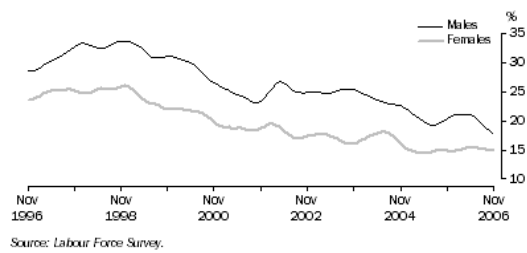
## UNEMPLOYMENT RATE: TREND SERIES

**Males and females**



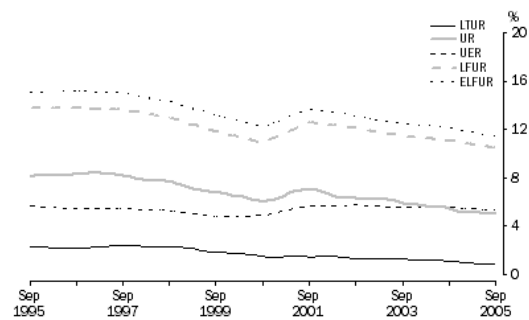
## LONG-TERM UNEMPLOYMENT: TREND SERIES

**Proportion of total unemployment**



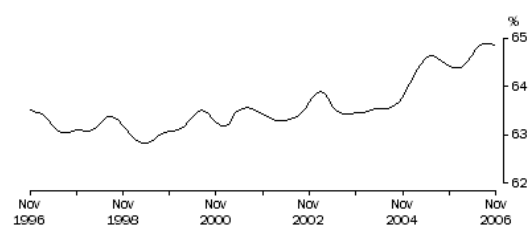
## UNDERUTILISED LABOUR

**Labour underutilisation rates - 1995-2005**

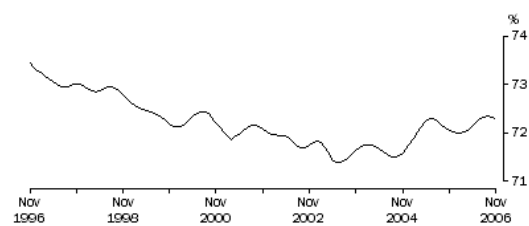


## PARTICIPATION RATE: TREND SERIES

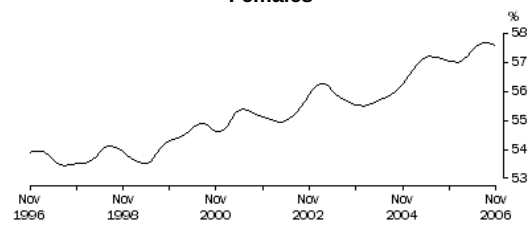
### Persons



### Males

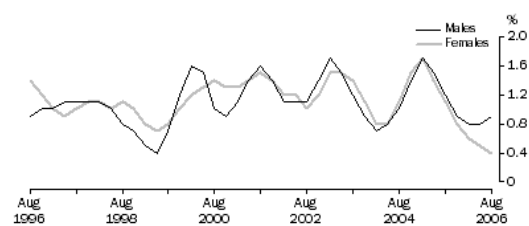


### Females

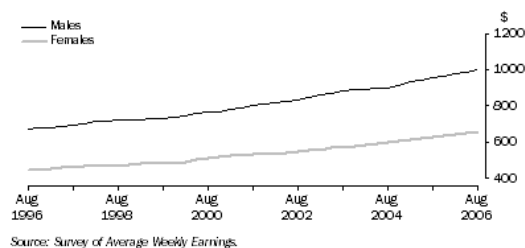


## AVERAGE WEEKLY EARNINGS: TREND SERIES

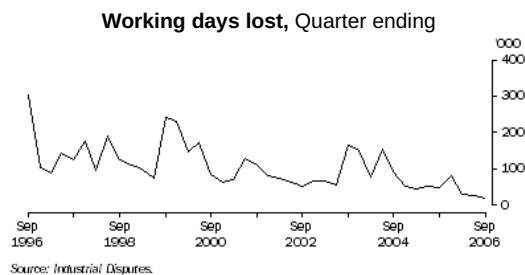
### Full-time adult ordinary time earnings, Quarterly change



### All employees total earnings, Level



## INDUSTRIAL DISPUTES: ORIGINAL SERIES



## JOB VACANCIES: TREND SERIES



## About this Release

Replaces: Labour Force, Australia 6203.0

This publication is the flagship release for all ABS labour statistics. It draws together data from a range of sources, mostly ABS household and business surveys, to provide an overall picture of the labour market. The key purpose of this publication is to raise awareness of the data available, so that users will be able to use it more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). It is also able to be used to announce the release of supplementary surveys and infrequent surveys. Note that, in addition to a brief article in this publication, these would also have separate releases, which would not be delayed by the release in this publication.

The publication is also used to release annual data on Indigenous labour force status, and annual supplementary measures of labour underutilisation. It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It will be used to announce any changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but referring to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0.55.001, for more detail.

## Changes to ABS measures of employee remuneration (Feature Article)

This technical report was published in the January 2007 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

### CHANGES TO ABS MEASURES OF EMPLOYEE REMUNERATION

## INTRODUCTION

The remuneration paid to employees for their work is of interest from both social and economic perspectives. The ABS produces a range of statistics on employee remuneration, and these are widely used by policy makers, researchers and others in the community.

Over recent years there have been substantial changes to remuneration arrangements for Australia's employees. In particular, an increasing number of employees are now able to participate in salary sacrifice arrangements, whereby they forgo some of their wages and salary in exchange for benefits provided by their employer (e.g. cars, laptop computers, employer superannuation contributions).

There have been differing treatments of amounts salary sacrificed in the various ABS measure of employee remuneration. Generally, amounts salary sacrificed are reflected in statistics of compensation of employees, but not in earnings and employee income statistics.

The magnitude of amounts salary sacrificed is such that their inclusion or exclusion could have a noticeable impact for some measures. For example, in May 2004, an estimated 12% of employees had a salary sacrifice arrangement, with an average value of \$173 per week for those participating. This amounts to an average value of \$21 per week for all employees, or 2.7% of average weekly earnings (unpublished data from the May 2004 Survey of Employee Earnings and Hours).

In view of the increase in the diversity of remuneration arrangements, particularly the increased use of salary sacrifice arrangements, the ABS has reviewed the conceptual basis of measures of employee remuneration, and will be implementing a number of changes to its statistics of employee remuneration.

These changes are discussed in **Information paper: Changes to ABS Measures of Employee Remuneration** (cat. no. 6313.0) which was released on 14 November 2006. The information paper describes employee remuneration arrangements, international standards for statistics of employee remuneration, the changes to conceptual treatments, and the impact of these changes on ABS statistical series.

This article provides a summary of the changes outlined in the information paper.

## EMPLOYEE REMUNERATION ARRANGEMENTS

Employee remuneration may take a number of forms. Mostly, remuneration is in cash, whether as a deposit into an account, or a cheque, or bank notes. However, employers often also provide remuneration in the form of goods and services. In some cases, an employee will have the choice as to whether they receive part of their remuneration as cash or as benefits, but at other times the form of remuneration is not negotiable.

Over the last decade there has been a substantial increase in the number of employees who receive non-cash benefits. This reflects both the increase in decentralised bargaining to negotiate employment agreements, and interpretations of tax law that have established the practice of salary sacrificing.

The Australian Taxation Office (ATO) refers to a salary sacrifice arrangement as:

**an arrangement under which an employee agrees contractually to forgo part of the remuneration, which the employee would otherwise receive as wages or salary, in return for the employer or someone associated with the employer providing benefits of a similar value.**

Under a salary sacrifice arrangement, the amount of salary that has been forgone (plus any additional costs incurred, such as fringe benefits taxes and administration costs) is deducted from the employee's pre-tax wage or salary.

Salary sacrifice arrangements now form part of remuneration arrangements for over one in ten employees, including over a quarter of managers and administrators. Table 1 shows the extent of salary sacrificing arrangements for all occupation groups.

### 1. Salary sacrifice, By occupation group - May 2004

	Proportion of employees with salary sacrifice %	Amount salary sacrificed as a % of average weekly earnings(a)	
		Employees with salary sacrifice %	All employees %
Managers and administrators	26.2	16.8	5.1
Professionals	23.2	18.1	4.6
Associate professionals	14.7	17.8	3.1
Tradespersons and related workers	8.5	9.6	1.0
Advanced clerical and service workers	12.4	13.8	1.9
Intermediate clerical, sales and service workers	8.1	16.8	1.7
Intermediate production and transport workers	7.5	9.4	1.1
Elementary clerical, sales and service workers	1.8	14.7	0.4
Labourers and related workers	4.9	8.9	0.7
All occupations	11.9	16.2	2.7

(a) Salary sacrifice as a proportion of Average Weekly Earnings excluding salary sacrificed.  
ABS Survey of Employee Earnings and Hours.

## ABS MEASURES OF EMPLOYEE REMUNERATION

The ABS produces several measures to meet the different needs of users of statistics of employee remuneration, including:

- compensation of employees within the Australian System of National Accounts;
- earnings and labour prices as part of the body of statistics on the Australian labour market; and
- employee income within income distribution statistics.

### **Compensation of employees**

Compensation of Employees (CoE) is the total remuneration, in cash or in kind, payable by an enterprise to its employees in return for work done by the latter during the accounting period. It comprises wages and salaries in cash, wages and salaries in kind, and employers' social contributions.

Wages and salaries in cash includes the wages and salaries paid at regular intervals, together with payments by measured result and piecework payments, allowances for working overtime, for working away from home and similar taxable allowances, pay for annual and other leave for short periods, ad-hoc bonuses and commissions, and gratuities and tips received by employees.

Wages and salaries in kind refers to remuneration received as goods, services or other benefits (such as free or subsidised accommodation, travel, food, motor vehicles, etc.).

Employers' social contributions are incurred by employers in order to secure social benefits for their employees (e.g. employers' superannuation contributions, workers compensation premiums). Entitlements to social benefits are generally dependent on certain circumstances, such as sickness, accidents, redundancy or retirement.

### **Earnings**

Earnings statistics are based on the concept of earnings as income to the employee. The concept broadly aligns with the wages and salaries component of CoE. However, whereas the national accounts measures wages and salaries as an economic flow over an annual or quarterly period, earnings statistics are generally a series of 'point-in-time' measures of the average earnings of employees in a short reference period.

As a result, the definition of earnings is slightly narrower than the national accounts definition of wages and salaries. Earnings refers to remuneration paid 'as a rule at regular intervals', to differentiate between payments that can be expected to be received regularly and frequently (e.g. fortnightly, monthly, or quarterly) and one-off and infrequent (e.g. annual) payments. Earnings statistics also exclude wages and salaries in kind, largely due to practical considerations.

### **Employee income**

Employee income is a component of the broader measure of household income. The concept broadly aligns with CoE. However, employee income statistics currently exclude payments in kind, as well as severance and termination pay and employers' social contributions.

## **CONCEPTUAL CHANGES TO ABS REMUNERATION STATISTICS**

The ABS has made a number of changes to its conceptual framework for employee remuneration statistics. The key changes relate to the treatment of salary sacrifice, FBT, employer superannuation contributions and taxes on superannuation contributions.

### **Salary sacrifice**

Benefits provided at the employee's discretion are more like wages and salaries in cash than wages and salaries in kind, as the employee has chosen to receive the benefits provided by the employer. The amount sacrificed represents the same level of utility for the employee as cash.

As a result, the value of salary forgone through a salary sacrifice arrangement is now treated as wages and salaries in cash (regardless of the goods and services received). This will help overcome distortions in time series if the relationship between the cash and non-cash components of remuneration packages changes over time.

### **Fringe benefits tax**

The ABS has historically treated the value of FBT as a tax on production, because the employer who provides the fringe benefits incurs the FBT liability. However, FBT is similar in its intent and purpose to personal income tax. The intent of FBT legislation is to ensure that all forms of remuneration provided to employees bear a fair measure of tax (i.e. by taxing fringe benefits received in place of, or in addition to, salary or wages). It is also common practice for employers to directly seek reimbursement from the employee of FBT incurred in a salary sacrifice arrangement.

For these reasons, the ABS has made a change to the conceptual treatment of FBT. FBT is now considered (for statistical purposes) as a tax on employee remuneration. The value of FBT on benefits received as part of a salary sacrifice arrangement is now included in the value of wages and salaries in cash. The value of FBT on benefits received through an arrangement other than salary sacrifice is now included in wages and salaries in kind.

### **Employer superannuation contributions**



Employer contributions to superannuation funds (on behalf of their employees) generally fall within one of the following three types: contributions made under Superannuation Guarantee (SG) legislation; additional contributions made by employers over and above their SG obligations and not at the employee's discretion; and contributions made at the employee's discretion (i.e. by forgoing wages or salary through a salary sacrifice arrangement).

Under SG legislation, employers are required to contribute a minimum proportion (currently 9%) of an employee's wages and salary to the employee's superannuation fund. Employer contributions made to comply with SG legislation are considered to be employers' social contributions because the payment is a form of social insurance. Employees and employers are not able to convert the payment to cash wages or salary.

While the SG legislation specifies the minimum amount an employer is required to contribute, employers can contribute more. Where these additional employer superannuation contributions cannot be converted into wages and salary at the discretion of the employee, they are also treated as employers' social contributions.

However, employer superannuation contributions that are made as part of a salary sacrifice arrangement are made at the discretion of the employee. Therefore, in line with the treatment of salary sacrifice described above, salary sacrificed into superannuation is now treated as wages and salaries in cash, rather than employers' social contributions.

### **Taxes on superannuation contributions**

The tax paid by superannuation funds on the contributions they receive and the income they earn on those contributions has historically been treated as a tax on financial corporations. This treatment was based on the fact that the tax is remitted by the superannuation funds.

However, contributions made by employers, whether as employers' social contributions or through salary sacrifice arrangements, are part of CoE. In addition, as the investments of superannuation funds are made on behalf of the members, the flow of investment income earned by superannuation funds should be considered as income earned by individuals. As a result, taxes on superannuation contributions and taxes on the income earned by superannuation funds are now treated as payable by individuals.

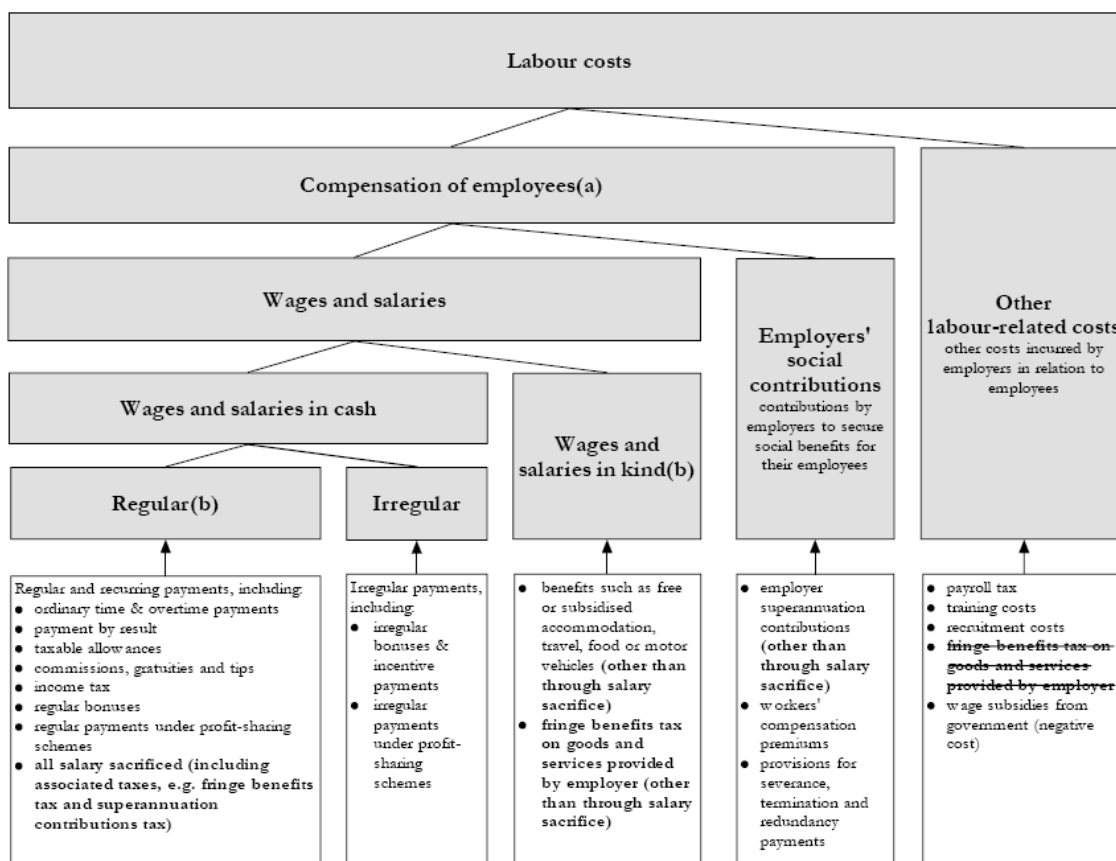
### **Summary of the changes**

In summary, the following changes have been made to the conceptual basis for ABS statistics of employee remuneration:

- The value of goods and services provided through a salary sacrifice arrangement is now treated as wages and salaries in cash;
- FBT is now included as a component of wages and salaries and employee income (i.e. FBT is now classified as a tax on employees);
- Employer superannuation contributions that are made at the employee's discretion are now treated as wages and salaries in cash, and not as employers' social contributions; and
- Taxes on contributions to superannuation funds, and on the income earned on those contributions, are now treated as taxes on individuals.

The following diagram shows the conceptual framework for ABS employee remuneration statistics (in the context of the broader concept of labour cost), and highlights the changes that have been made (shown in bold and 'strikethrough').

## **2. CONCEPTUAL FRAMEWORK FOR MEASURES OF EMPLOYEE REMUNERATION**



(a) The concept 'employee income' is broadly comparable with compensation of employees.

(b) Conceptually, earnings comprise regular wages and salaries in cash and regular wages and salaries in kind. However, it should be noted that regular wages and salaries in kind are excluded from ABS earnings measures for practical reasons.

## IMPACTS ON ABS STATISTICS

As a result of the changes to conceptual treatments outlined above, the following changes will be made to ABS statistics of Compensation of Employees, Earnings and Labour prices, and Employee income.

### Compensation of employees

A number of changes have already been made to CoE within the National Accounts. These changes were implemented in the annual national accounts release **Australian System of National Accounts, 2004-05** (cat. no. 5204.0), released on 7 November 2005. Specifically:

- FBT is now treated as part of the value of CoE;
- a new benchmark for wages and salaries in kind has been implemented to fully cover payments of this form of remuneration; and
- taxes on superannuation contributions are now deemed as being paid by households.

### Earnings and labour prices

The ABS conducts a number of employer and household surveys to collect information on earnings and labour prices. The changes to these surveys are described below.

#### Survey of Average Weekly Earnings

The Survey of Average Weekly Earnings (AWE) measures regular wages and salaries in cash associated with employee jobs. Estimates of average weekly earnings, and changes in average weekly earnings, are produced each quarter. Average weekly earnings series from the AWE survey are referred to extensively in Commonwealth, state and territory legislation. AWE series are also used extensively in private sector contracts.

The definition of earnings currently used in the AWE survey is, broadly, current and regular payments in cash to employees for work done. Earnings series from the AWE survey have always excluded amounts salary sacrificed, as these have been considered conceptually as payments in kind.

Given the significant current use of AWE statistics for legislative and contract purposes, continuity is a prime consideration. Therefore, the ABS plans to continue to compile AWE statistics on the current conceptual basis (i.e. excluding salary sacrifice), and to therefore retain the series currently used for these purposes.

However, the ABS plans to compile additional statistics from the AWE survey on a basis that is consistent with the revised conceptual framework (i.e. inclusive of salary sacrifice). The ABS plans to commence collection of this additional information from the August 2007 reference period. Data in respect of a number of quarters will be required to make an assessment of the quality of the new series. Once this assessment has been completed, data will be released retrospectively and then on a continuing basis. The new series will have different labels to the current AWE series, to clearly distinguish the new series from the current series.

#### Survey of Employee Earnings and Hours

The two-yearly Survey of Employee Earnings and Hours (EEH) measures regular wages and salaries in cash associated with employee jobs. The survey provides statistics on the composition and distribution of earnings of employees, the hours they are paid for, and the methods used to set their pay. Estimates from the survey are used in developing and reviewing wages and labour market policies and in wage negotiation processes.

The ABS collected information on amounts salary sacrificed in the 2002 and 2004 EEH surveys. However, in line with the prevailing conceptual and operational definitions of earnings used, the published weekly earnings series for 2002 and 2004 excluded amounts salary sacrificed, to maintain continuity with results from previous EEH surveys and with other ABS earnings series.

Beginning with the May 2006 EEH survey, earnings measures will be published on the new conceptual basis (i.e. including amounts salary sacrificed). As information on amounts salary sacrificed was collected in the 2002 and 2004 EEH surveys, it will also be possible to produce data on the new basis for 2002 and 2004. This will be done for selected series at the time of publication, and will be available upon request for other selected series.

Estimates of the average amount of salary sacrifice per employee from the 2002 and 2004 EEH surveys are shown in table 3.

#### 3. Estimates of the impact of including salary sacrifice in the EEH survey

	Average weekly earnings per employee(a) \$	Average weekly salary sacrifice per employee \$	Impact of including salary sacrifice %
Full-time adult managerial employees			
May 2002	1 168.90	45.30	3.9
May 2004	1 288.80	57.50	4.5
Full-time adult non-managerial employees			
May 2002	844.70	15.10	1.8
May 2004	915.70	22.90	2.5
Part-time employees			
May 2002	335.80	4.60	1.4
May 2004	371.20	7.40	2.0
All employees			
May 2002	697.60	14.30	2.0
May 2004	756.50	20.60	2.7

(a) Published estimate of Average Weekly Total Earnings, excluding salary sacrifice.  
ABS Survey of Employee Earnings and Hours.

#### Survey of Employee Earnings, Benefits and Trade Union Membership

The annual Survey of Employee Earnings, Benefits and Trade Union Membership (EEBTUM) collects information on the weekly earnings and employment benefits (e.g. paid leave entitlements, superannuation coverage) received by employees. A number of mean and median weekly earnings series are published. The information is used to analyse the distribution of weekly earnings across employees with different socio-economic and employment characteristics.

In recent years there has been no explicit reference to the treatment of salary sacrifice in survey questions or interviewers instructions. Thus, it is probable that some respondents are already including amounts salary sacrificed in their responses depending on how pay is reported.

Beginning with the August 2007 survey, earnings measures will be collected on the new conceptual basis (i.e. including amounts salary sacrificed). References to the treatment of amounts salary sacrificed will be explicitly included in survey questions and interviewers instructions. The ABS is not planning to collect the value of salary sacrifice separately, and will publish EEBTUM earnings series on the new basis only from the 2007 survey onwards. This will increase the level of the EEBTUM survey earnings series, causing a break in time series. As it is likely that a proportion of salary sacrifice is already included, it is expected that the impact will be considerably less than the total impact observed from the EEH survey (shown in table 3).

#### Labour Price Index

The Labour Price Index (LPI) is a Laspeyres-type index covering wage and salary costs and selected non-wage costs. It measures the change in the price of labour between the current period and the price of labour at a given base period, with the quantity and quality of labour services being held constant. The headline wage price index is 'Total hourly rates of pay excluding bonuses'. As the LPI already includes the value of salary sacrificed in calculating the wage price indexes, no changes to the LPI are required.

#### Employee income

The value of salary sacrificed will be included in measures of employee income from the Survey of Income and Housing (SIH) and the Household Income and Expenditure Survey (HIES). This will include employer superannuation contributions made as part of a salary sacrifice arrangement, as well as amounts salary sacrificed for fringe benefits and the associated FBT. As most of the value of salary sacrificed is already included as part of employee income, the changes will not impact significantly on the estimates of employee income from household surveys.

## Summary of changes

The following table summarises the changes to be made to the various employee remuneration statistical series.

### 4. Changes to ABS collections

	Description	Current measure of remuneration	Key changes
National Accounts	Quarterly and annual compilation.	Compensation of Employees.	All amounts salary sacrificed now included in CoE (as wages and salaries in cash). FBT now included in CoE.
Average Weekly Earnings (AWE)	Quarterly employer survey (estimates of average weekly earnings).	Regular wages and salaries in cash (i.e. payments quarterly or more frequently) paid in the reference pay week. Amounts salary sacrificed are excluded.	No change to current series. Additional series including salary sacrifice to be developed.
Employee Earnings and Hours (EEH)	Two-yearly employer survey collecting employee-level data (estimates of average weekly earnings, and earnings distributions).	Regular wages and salaries in cash (i.e. payments quarterly or more frequently) paid in the reference pay week. Amounts salary sacrificed are excluded.	Include amounts salary sacrificed for May 2006 survey. Series including salary sacrificed will be available for 2002 onwards.
Employee Earnings, Benefits and Trade Union Membership (EEBTUM)	Annual household survey (estimates of mean and median weekly earnings, and earnings distributions).	Wages and salaries in cash. There are no specific directions regarding the reporting of amounts salary sacrificed.	Explicitly include amounts salary sacrificed in earnings from 2007 - break in series.
Labour Price Index (LPI)	Quarterly employer survey (index of changes in the price of labour).	The wage price indexes are derived from information about wages and salaries and include amounts salary sacrificed.	No change.
Survey of Income and Housing (SIH)	Two-yearly household survey.	Regular and recurring cash receipts from wages and salaries. Amounts salary sacrificed are excluded.	Include amounts salary sacrificed in 2005-06 SIH.
Household Income and Expenditure Survey (HIES)	Six-yearly household survey.	Regular and recurring cash receipts from wages and salaries. Amounts salary sacrificed are excluded.	Include amounts salary sacrificed in next HIES. Results from 2003-04 HIES will be revised to include all salary sacrifice.

## FURTHER INFORMATION

For further information, refer to **Information paper: Changes to ABS Measures of Employee Remuneration** (cat. no. 6313.0), or call (02) 6252 5514.

# Explanatory Notes

## Explanatory Notes

### EXPLANATORY NOTES

#### INTRODUCTION

**1 Australian Labour Market Statistics** brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

**2** In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Labour Price Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes. The publication also includes summary data from recently released labour force supplementary surveys.

**3** This publication includes international data for selected labour market indicators.

#### LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

**4** The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), which is available on the ABS web site at <[www.abs.gov.au](http://www.abs.gov.au)> [Themes - People - Labour - **Labour Statistics: Concepts, Sources and Methods**].

**5** For an explanation of terms used in this publication, refer to the Glossary.

#### LABOUR STATISTICS THEME PAGE

**6** The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS web site. The page

contains hyperlinks to **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <[www.abs.gov.au](http://www.abs.gov.au)> [Themes - People - Labour].

## TREND ESTIMATES

7 Series in this publication include **original** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the trend series are subject to revision.

8 It is not uncommon for movements in original time series data and those provided from trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements)
- short-term irregular changes
- regular seasonal influences
- normal 'trading', 'working' or 'pay' day patterns
- systematic holiday effects.

9 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

10 Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

11 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

12 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see **Labour Force, Australia** (cat. no. 6202.0)
- for labour price index see **Labour Price Index, Australia** (cat. no. 6345.0)
- for average weekly earnings see **Average Weekly Earnings, Australia** (cat. no. 6302.0)
- for public sector employees see **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001)
- for job vacancies see **Job Vacancies, Australia** (cat. no. 6354.0).

13 The general methods used in the ABS for estimating trends are described in **Information Paper: A Guide to Interpreting Time Series - Monitoring Trends** (cat. no. 1349.0).

## RELIABILITY OF ESTIMATES

14 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

15 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in **Information Paper: Labour Force Survey Standard Errors** (cat. no. 6298.0).

## ROUNDING

16 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

## LABOUR FORCE SURVEY DATA

### Description of the survey

17 Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, 4.3 and 4.4 are obtained from the Labour Force Survey (LFS), which provides extensive

information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

### **Monthly Population Survey**

**18** The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 30,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.5% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

### **Labour Force Survey**

**19** The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

**20** The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia.

**21** From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

### **Supplementary surveys**

**22** The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

**23** Tables 4.1, 4.2 and 4.3 contain data from the annual supplementary surveys Underemployed Workers and Persons Not in the Labour Force. These tables are updated annually.

**24** The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in private dwellings in remote and sparsely settled parts of Australia
- institutionalised persons
- boarding school pupils.

### **Multi Purpose Household Survey**

**25** The Multi Purpose Household Survey (MPHS) was introduced in 2004-05. This survey vehicle is designed to provide statistics annually for a number of small, self contained topics, including a number of labour related topics. Data for MPHS topics are collected each month over a financial year. A list of topics covered in recent years is in Appendix 3.

**26** In addition to those already excluded from the LFS, the following people are excluded from most MPHS topics:

- people under 15 years
- people living in private dwellings in very remote parts of Australia
- people living in non-private dwellings such as hotels, university residences, students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities) and inmates of prisons
- visitors to private dwellings.

**27** Depending on the topic, there may be further exclusions from scope. For example, some MPHS topics collect information only from a certain population or interest group (e.g. information on retirement and retirement intentions is collected from people aged 45 years or over).

### **Reference period**

**28** Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

### **Notes on data**

**29** From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

**30** In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see **Information Paper: Forthcoming Changes to Labour Force Statistics** (cat. no. 6292.0).

## Population benchmarks

**31** LFS estimates of persons employed, unemployed and not in the labour force are calculated in such a way as to add up to independently estimated counts (benchmarks) of the civilian population aged 15 years and over. These benchmarks are based on census data adjusted for under-enumeration and updated for births, deaths, interstate migration, and net permanent and long-term migration. This procedure compensates for under-enumeration in the survey, and leads to more reliable estimates.

**32** From February 2004, labour force estimates have been compiled using benchmarks based on the results of the 2001 Census of Population and Housing. Revisions were made to historical estimates from January 1999 to January 2004. These revisions affect original, seasonally adjusted and trend estimates. The next revision is scheduled for February 2009 to take account of the results from the 2006 census.

## Families series

**33** Family relationship is not determined for all households and persons in scope of the LFS. This is due to a number of factors related to the scope and coverage of the LFS, as well as difficulties in determining family structure and characteristics. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions)
- persons enumerated as visitors to (rather than usual residents of) private dwellings.

**34** In addition, in those households where it is not possible to obtain information relating to all the usual residents, no family information is recorded. Thus, persons living in households that include a member of the permanent defence forces, who is outside the scope of the LFS, are excluded from survey questions used to determine family relationships. This also applies to households that, at the time of the survey, had one or more of their usual residents away for more than six weeks, and households from which an incomplete or inadequate questionnaire was obtained for any usual resident in scope of the survey.

## Further information and data on the LFS

**35** LFS estimates are published monthly in **Labour Force, Australia** (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001 for monthly data, or cat. no. 6291.0.55.003 for quarterly data. All electronic data can be accessed via the ABS web site at <[www.abs.gov.au](http://www.abs.gov.au)>. Additional data are available on request.

**36** For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Assistant Director, Labour Force Survey on Canberra (02) 6252 6565.

## EMPLOYER SURVEY DATA

**37** Tables 2.11, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

### Scope of employer surveys

**38** Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, business that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings)
- private households employing staff
- overseas embassies, consulates, etc.
- those located outside Australia.

## JOB VACANCIES DATA

**39** Table 7.1 contains data from the Job Vacancies Survey (JVS).

### Description of the survey

**40** The current Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 4,600 employers. The survey produces estimates of the number of job vacancies in Australia.

### Reference date

**41** The reference date for the survey is the third Friday of the middle month of the quarter.

### Notes on data

42 Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

#### Further information

43 For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to **Job Vacancies, Australia** (cat. no. 6354.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Job Vacancies Survey on Perth (08) 9360 5304.

### PUBLIC SECTOR EMPLOYEES DATA

#### Description of the survey

44 Data in table 2.11 are obtained from a quarterly survey of public sector businesses: the Survey of Employment and Earnings - Public Sector (SEE). This survey has been conducted on a quarterly basis since the September quarter 1983. The survey measures both the number of public sector wage and salary earners employed in the middle month of each quarter and their total quarterly earnings.

#### Reference period

45 The reference period for employees is the last pay period ending on or before the third Friday of the middle month of the quarter. The reference period for gross earnings is all pay periods which end within the quarter.

#### Notes on data

46 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

#### Further information

47 For further information about the range of products and services relating to public service employees, and the concepts and methodology used, refer to **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Manager, Survey of Employment and Earnings, Public Sector on Perth (08) 9360 3141.

### AVERAGE WEEKLY EARNINGS DATA

48 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

#### Description of the survey

49 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 4,700 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings per employee job in Australia.

50 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

#### Reference period

51 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

#### Further information

52 For further information about the range of products and services relating to average weekly earnings refer to **Average Weekly Earnings, Australia** (cat. no. 6302.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Survey of Average Weekly Earnings on Perth (08) 9360 5304.

### WAGE PRICE INDEX DATA

53 Table 5.1 contains data from the **Labour Price Index, Australia** (cat. no. 6345.0) publication.

#### Description of the survey

54 The Labour Price Index measures change in the price of labour in the Australian labour market, unaffected by changes in the quality or quantity of work performed. i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in characteristics of employees (e.g. work performance). In the LPI, index numbers are compiled for a range of wage and non-wage costs. Information about the wage price indexes has been released for each quarter since September 1997. Approximately 20,000 matched jobs from 4,800 businesses are priced each quarter.



## Reference period

**55** The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

## Further information

**56** For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to **Labour Price Index, Australia** (cat. no. 6345.0), **Labour Price Index, Concepts, Sources and Methods** (cat. no. 6351.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Labour Price Index on Perth (08) 9360 5151.

## INDUSTRIAL DISPUTES DATA

**57** Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

## Description of the survey

**58** The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

**59** The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

**60** Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

## Reference period

**61** The collection reference period is the calendar quarter.

## Further information

**62** For further information about the range of products and services relating to ABS industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication **Industrial Disputes, Australia** (cat. no. 6321.0.55.001) and the associated time series spreadsheets, available from the ABS web site, **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Manager, Industrial Disputes on Perth (08) 9360 5159.

## NATIONAL ACCOUNTS DATA

**63** Table 5.3 contains data from the Australian National Accounts.

**64** Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in **Australian System of National Accounts** (cat. no. 5204.0) and **Australian Economic Indicators** (cat. no. 1350.0). For further information on how estimates are obtained, see **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0).

## INTERNATIONAL DATA

**65** Table 1.8 contains data from the International Labour Organisation.

**66** Estimates of key indicators of the labour markets from various countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

# Glossary

## GLOSSARY

### Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

### **Actual hours worked**

The hours actually worked during the reference week, not necessarily hours paid for.

### **Adult employees**

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

### **Aggregate (actual) hours worked**

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

### **Attending full-time education**

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

### **Average compensation per employee**

**National Accounts.** The total compensation of employees divided by the number of employees.

### **Average earnings (National Accounts basis)**

See **average compensation per employee**.

### **Average hours worked**

Aggregate hours worked by a group divided by the number of persons in that group.

### **Average weekly earnings**

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 38 of the Explanatory Notes.

### **Civilian population aged 15 years and over**

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

### **Commonwealth government employees**

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

### **Compensation of employees**

**National Accounts.** The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

### **Contributing family worker**

A person who works without pay, in an economic enterprise operated by a relative.

### **Country of birth**

Classified according to the **Standard Australian Classification of Countries (SACC)** (cat. no. 1269.0).

### **Couple families**

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

### **Dependants**

All family members under 15 years, and all children aged 15-24 years attending full-time education (except those who have a partner or child of their own usually resident in the household).

### **Dependent child**

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

### **Dependent student**

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

### **Discouraged jobseekers**

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young/too old by employers
- lacked necessary schooling, training, skills or experience
- difficulties because of language or ethnic background
- no jobs in their locality or line of work
- no jobs available at all.

### **Duration of unemployment**

Under the redesigned LFS questionnaire, implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

### **Employed**

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week; or
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
  - away from work as a standard work or shift arrangement; or
  - on strike or locked out; or
  - on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

### **Employed full-time**

See **full-time employed**.

### **Employed part-time**

See **part-time employed**.

## Employee

**Labour Force Survey and other household surveys.** A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

**Employer surveys.** Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 38 of the Explanatory Notes.

## Employee job

**Wage Price Index.** A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WPI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 38 of the Explanatory Notes.

## Employer

**Labour Force Survey and other household surveys.** A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

**Employer surveys.** A business with one or more employees.

## Employers' social contributions

**National Accounts.** Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

## Extended labour force underutilisation rate

The unemployed, plus the underemployed, plus two groups of marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

## Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

## Family reference person

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the household.

## Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

## Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

## Full-time employed

**Household surveys.** Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

## Full-time employees

**Employer surveys.** Full-time employees are permanent, fixed term and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

## Gross domestic product (GDP)

**National Accounts.** The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

## Gross mixed income (GMI)

**National Accounts.** The owners of unincorporated enterprises, or other members of their households, may work without receiving any wage or salary. Mixed income includes both **gross operating surplus** for the unincorporated enterprises and returns for the proprietors' own labour (akin to wages and salaries). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

## Gross operating surplus (GOS)

**National Accounts.** The amount of gross output remaining after subtracting costs incurred in producing that output, but before any deductions for consumption of fixed capital. See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

## Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

## Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

## Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

## Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

## Job losers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

## Job vacancy

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day
- for jobs of less than one day's duration
- to be filled by persons already hired, or by promotion or transfer of existing employees
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s)
- not available for immediate filling on the survey reference date
- for work to be carried out by contractors
- for which no recruitment action has been taken
- where a person has been appointed but has not yet commenced duty
- to be filled by staff from contract labour agencies
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 38 of the Explanatory Notes.

## **Labour force**

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

## **Labour force status**

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

## **Labour force underutilisation rate**

The unemployed plus the underemployed, as a percentage of the labour force.

## **Local government employees**

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

## **Lone parent**

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

## **Lone person**

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

## **Long-term unemployed**

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

## **Long-term unemployment rate**

The number of long-term unemployed persons expressed as a percentage of the labour force.

## **Marginal attachment to the labour force**

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work

during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

#### **Marital status**

See **social marital status**.

#### **Mean age**

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

#### **Mean duration of unemployment**

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

#### **Median age**

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

#### **Median duration of unemployment**

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

#### **Non-dependent child**

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

#### **Non-family member**

A person who is not related to any other member of the household in which they are living.

#### **Not in the labour force**

Persons who were not classified as employed or unemployed.

#### **Occupation**

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the **ASCO Australian Standard Classification of Occupations, Second Edition** (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

#### **One-parent family**

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in the household.

#### **Ordinary time earnings**

See **weekly ordinary time earnings**.

#### **Original series**

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

## Other family

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as other family.

## Overtime earnings

See **weekly overtime earnings**.

## Own-account worker

A person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires no employees.

## Participation rate

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.

## Part-time employed

**Household surveys.** Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

## Reason for leaving last job

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

## Seasonally adjusted series

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-13 of the Explanatory Notes for more detail.

## Social marital status

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

## State capital cities

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the **Statistical Geography: Volume 1 - Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

## State government employees

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in the estimates of the State in which they are based.

## Status in employment

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

## Total earnings

See **weekly total earnings**.



## **Total hourly rates of pay index excluding bonuses**

**Wage Price Index.** This index measures quarterly change in a weighted combination of ordinary time and overtime hourly rates of pay. See **Labour Price Index, Australia** (cat. no. 6345.0) for more information.

## **Trend series**

A smoothed seasonally adjusted series of estimates. See paragraphs 7-13 of the Explanatory Notes for more detail.

## **Underemployed workers**

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

## **Underemployment rate**

The number of underemployed workers expressed as a percentage of the labour force.

## **Unemployed**

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

## **Unemployed looking for first full-time job**

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

## **Unemployed looking for first job**

Unemployed persons who had never worked for two weeks or more.

## **Unemployed looking for full-time work**

Unemployed persons who:

- actively looked for full-time work, or
- were waiting to start a new full-time job.

## **Unemployed looking for part-time work**

Unemployed persons who:

- actively looked for part-time work only, or
- were waiting to start a new part-time job.

## **Unemployment rate**

The number of unemployed persons expressed as a percentage of the labour force.

## **Unemployment to population ratio**

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

## **Usual hours worked**

The hours usually worked per week by an employed person.

### **Wage and salary earners**

See **employee**.

### **Weekly ordinary time earnings**

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

### **Weekly overtime earnings**

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

### **Weekly total earnings**

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

### **Working days lost**

Refers to working days lost by employees directly and indirectly involved in the dispute.

### **Working days lost per thousand employees**

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

## **Abbreviations**

### **ABBREVIATIONS**

The following symbols and abbreviations are used in this publication:

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	average weekly earnings
EEH	Survey of Employee Earnings and Hours
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organization
LFS	Labour Force Survey
LPI	labour price index
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SEE	Survey of Employment and Earnings
WPI	wage price index

## **Data sources for tables (Appendix 1)**

### **APPENDIX 1 DATA SOURCES FOR TABLES**

#### **HOW TO FIND DATA SOURCES**

All ABS statistics can be downloaded free of charge from the ABS website.

To find a labour market related publication, spreadsheet or datacube on the ABS web site, go to <[www.abs.gov.au](http://www.abs.gov.au)> [Statistics - By Catalogue Number - 6. Labour Statistics and Prices]. All products can be accessed by catalogue number and subject e.g. to find the publication **Labour Force, Australia** (cat. no. 6202.0), look under '62. Labour force'. Select '6202.0 - Labour Force, Australia' and from the Summary tab select the Details tab.

No.	Table description	Data source	Notes
1.1	Trend	Labour Force, Australia (cat. no. 6202.0) 6202.0.55.001 spreadsheet table 1	
1.2	Age by marital status	6291.0.55.001 spreadsheet table 1	
1.3	States and territories	Labour Force, Australia (cat. no. 6202.0) 6291.0.55.001 spreadsheet table 2	Excludes Capital city/balance of state
1.4	Educational attendance	6291.0.55.001 spreadsheet table 3	More detailed Age
1.5	Country of birth	6291.0.55.001 data cube LM4	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM5	Includes Sex, Age, State, less detailed Country of birth
		6291.0.55.001 data cube LM6	Includes Sex, State
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
	Year of arrival	6291.0.55.001 data cube LM4	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
1.6	Relationship in household	6291.0.55.001 data cube FM1	Includes State
		6291.0.55.001 data cube FM2	Includes Age
		6291.0.55.001 data cube FM3	Includes Hours worked
		6291.0.55.001 data cube FM4	Unemployed persons only, includes Duration of unemployment
1.7	Families	6224.0.55.001 data cube FA2	June data only
1.8	International comparisons	International Labour Organisation, Year Book of Labour Statistics 1998, 2000, 2001 and 2002 International Labour Organisation, Key Indicators of the Labour Market 2001-02 International Labour Organisation, LABORSTA database: <a href="http://laborsta.ilo.org">http://laborsta.ilo.org</a>	
2.1	Industry: trend	6291.0.55.003 spreadsheet table 4	Includes Employed full-time, Employed part-time
2.2	Industry: divisions and subdivisions	6291.0.55.003 spreadsheet table 6	
		6291.0.55.003 data cube E03	Includes Sex, State, Hours worked, less detailed Industry
		6291.0.55.003 data cube E05	Includes Sex, Age, Status in employment, Hours worked
		6291.0.55.003 data cube E06	Includes Sex, State, Status in employment, Hours worked, more detailed Industry
2.3	Occupation	6291.0.55.003 spreadsheet table 7	Less detailed Occupation
		6291.0.55.003 spreadsheet table 12	Includes Hours worked, less detailed Occupation
		6291.0.55.003 data cube E07	Includes Age, Hours worked, Status in employment
		6291.0.55.003 data cube E08	Includes State, Status in employment, more detailed Occupation
2.4	Industry and occupation by full-time/part-time status	6291.0.55.003 data cube E09	Includes State, Hours worked
2.5	Industry by status in employment	6291.0.55.003 data cube E04	Includes Sex, State, excludes Industry
		6291.0.55.003 data cube E05	Includes Sex, Age, more detailed Industry
		6291.0.55.003 data cube E06	Includes Sex, State, more detailed Industry
	Occupation by status in employment	6291.0.55.003 data cube E04	Includes Sex, State, excludes Occupation
		6291.0.55.003 data cube E07	Includes Sex, Age, more detailed Occupation
		6291.0.55.003 data cube E08	Includes Sex, State, more detailed Occupation
	Hours worked in all jobs by status in employment	6291.0.55.001 spreadsheet table 8	Excludes Hours worked, includes Sex, Employed full-time, Employed part-time
		6291.0.55.003 spreadsheet table 13	Includes Sex
		6291.0.55.003 data cube E04	Includes Sex, State
		6291.0.55.003 data cube E05	Includes Sex, Age, Industry
		6291.0.55.003 data cube E06	Includes Sex, State, Industry
		6291.0.55.003 data cube E07	Includes Sex, Age, Occupation
		6291.0.55.003 data cube E08	Includes Sex, State, Occupation
2.6	Average hours worked in all jobs by Industry	6291.0.55.003 spreadsheet table 11	
		6291.0.55.003 data cube E03	Includes State
		6291.0.55.003 data cube E05	Includes Age, Status in employment, more detailed Industry
		6291.0.55.003 data cube E06	Includes State, Status in employment, more detailed Industry
		6291.0.55.003 data cube E09	Includes State, Occupation
	Average hours worked in all jobs by occupation	6291.0.55.003 spreadsheet table 12	
		6291.0.55.003 data cube E07	Includes Age, Status in employment, more detailed Occupation

	6291.0.55.003 data cube E08	Includes State, Status in employment, more detailed Occupation
	6291.0.55.003 data cube E09	Includes State, Industry
2.7 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	
	6291.0.55.003 spreadsheet table 11	Includes Industry
	6291.0.55.003 spreadsheet table 12	Includes Occupation
	6291.0.55.003 spreadsheet table 13	Includes Status in employment
	6291.0.55.001 data cube EM1	Includes Age, State
	6291.0.55.003 data cube E03	Includes State, Industry
	6291.0.55.003 data cube E04	Includes State, Status in employment
2.8 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	
	6291.0.55.003 spreadsheet table 11	Includes Industry
	6291.0.55.003 spreadsheet table 12	Includes Occupation
	6291.0.55.003 spreadsheet table 13	Includes Status in employment
	6291.0.55.001 data cube EM1	Includes Age, State
	6291.0.55.003 data cube E03	Includes State, Industry
	6291.0.55.003 data cube E04	Includes State, Status in employment
Usual hours worked in all jobs	6291.0.55.001 spreadsheet table 10	
	6291.0.55.001 data cube EM3	Includes Age, State
	6291.0.55.001 data cube E10	Includes State, Industry
2.9 Full-time workers who worked less than 35 hours in all jobs	6291.0.55.001 data cube EM2	Includes Age, State, Hours worked
2.10 Future employment expectations by job tenure	6291.0.55.003 data cube E02	Includes Future employment expectations, State, Age
2.11 Public sector employees	Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001)	
Public sector employees: Australia totals	6248.0.55.001 spreadsheet table 1	Includes State
Public sector employees by level of government: trend	6248.0.55.001 spreadsheet table 2	Includes Commonwealth government, State, seasonally adjusted and original data
	6248.0.55.001 spreadsheet table 3	Includes State government, State, seasonally adjusted and original data
	6248.0.55.001 spreadsheet table 4	Includes Local government, State, seasonally adjusted and original data
Public sector employees by State: trend	6248.0.55.001 spreadsheet table 1	Includes seasonally adjusted and original data
	6248.0.55.001 spreadsheet table 2	Includes Commonwealth government, seasonally adjusted and original data
	6248.0.55.001 spreadsheet table 3	Includes State government, seasonally adjusted and original data
	6248.0.55.001 spreadsheet table 4	Includes Local government, seasonally adjusted and original data
	6248.0.55.001 spreadsheet table 7a	Includes Industry
Public sector employees by industry: original	6248.0.55.001 spreadsheet table 7a	Includes State
3.1 Unemployed persons: duration of unemployment by age	6291.0.55.001 data cube UM2	Excludes Age, median Duration of unemployment
	6291.0.55.001 data cube UM3	Excludes median Duration of unemployment
3.2 Long-term unemployed	6291.0.55.001 spreadsheet table 15	
	6291.0.55.001 data cube UM2	Excludes trend data, includes State, more detailed Duration of unemployment
	6291.0.55.001 data cube UM3	Excludes trend data, includes State, Age
3.3 Unemployed persons: reason for unemployment by industry of last job	6291.0.55.003 data cube UQ1	Excludes Industry of last job
	6291.0.55.003 data cube UQ2	Excludes Reason for unemployment
Unemployed persons: reason for unemployment by occupation of last job	6291.0.55.003 data cube UQ1	Excludes Occupation of last job
	6291.0.55.003 data cube UQ3	Excludes Reason for unemployment
4.1 Underutilised labour	6105.0 spreadsheet table 1	
4.2 Underutilised labour	6105.0 spreadsheet table 1	
4.3 Underutilised labour	6105.0 spreadsheet table 1	
4.4 Part-time workers	6291.0.55.003 data cube E01	Less detailed Hours worked
4.5 Persons not in the labour force	6291.0.55.001 data cube NM1	
5.1 Labour price index	Labour Price Index, Australia (cat. no. 6345.0)	
Labour price index: trend data	6345.0 spreadsheet table 1	
Labour price index: Australia, states and territories	6345.0 spreadsheet table 2B	
Labour price index: private sector	6345.0 spreadsheet table 3B	Includes States and territories
Labour price index: public sector	6345.0 spreadsheet table 4B	Includes States and territories
Labour price index: industry	6345.0 spreadsheet table 5B	Includes Sector
Labour price index: occupation	6345.0 spreadsheet table 7B	Includes Sector
5.2 Average weekly earnings	Average Weekly Earnings, Australia (cat. no. 6302.0)	
Average weekly earnings by sex	6302.0 spreadsheet table 1	Includes Full-time adult total earnings
Average weekly earnings: private sector	6302.0 spreadsheet table 4	Includes Full-time adult total earnings
Average weekly earnings: public sector	6302.0 spreadsheet table 7	Includes Full-time adult total earnings
5.3 Compensation of employees	Australian National Accounts: National Income, Expenditure and Product (cat. no. 5206.0)	
6.1 Industrial disputes: working days lost	Industrial Disputes, Australia (cat. no. 6321.0.55.001)	
Industrial disputes: working days lost by state	6321.0.55.001 spreadsheet table 3a	

	Industrial disputes: working days lost by industry	6321.0.55.001 spreadsheet table 2a
6.2	Industrial disputes: working days lost per 1,000 employees	Industrial Disputes, Australia (cat. no. 6321.0.55.001)
	Industrial disputes: working days lost per 1,000 employees by state	6321.0.55.001 spreadsheet table 3b
	Industrial disputes: working days lost per 1,000 employees by industry	6321.0.55.001 spreadsheet table 2b
7.1	Job vacancies	Job Vacancies, Australia (cat. no. 6354.0)
	Job vacancies: Australia, states and territories	6354.0 spreadsheet table 1C

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## List of Articles (Appendix 2)

### APPENDIX 2 LIST OF ARTICLES

**October 2006**

**Changes in where people work over time**

**July 2006**

**Job search experience of unemployed people**

**Labour force transitions**

**Spotlight: Employment type**

**April 2006**

**Spotlight: Updated volume measures of labour underutilisation**

**January 2006**

**Labour Outcomes of Migrants**

**The Relationship between GDP and Employment**

**Long-term unemployment**

**October 2005**

**Job starters**

**Comparison of ABS measures of employee remuneration**

**Spotlight: Employment type**

**Technical report: Standard error models for the Labour Force Survey**

**Technical report: Proposals from the review of ABS working arrangements statistics**

**July 2005**

**Full-time and part-time participation in Australia: a cohort analysis**

**Population, participation and productivity: contributions to Australia's economic growth**

**Spotlight: Employee share schemes**

**Technical report: Changes to coding processes for industry and occupation in the Labour Force Survey**

**April 2005**

People who work few hours

Health, disability, age and labour force participation

Spotlight: Methods of setting pay

Spotlight: Annual measures of labour underutilisation

January 2005

Labour force participation in Australia

Experimental estimates of the average age at withdrawal from the labour force

Spotlight: Employment in information and communication technology (ICT)

Spotlight: Labour Price Index

Technical report: Implementation of computer assisted interviewing in the Labour Force Survey

October 2004

Changes in types of employment

Mature age people and the labour force

July 2004

Children living without an employed parent

Labour underutilisation

Spotlight: Industrial disputes

Technical report: Labour Force Survey regions

April 2004

Job search experience: methods and barriers in finding jobs

Trade union membership

Spotlight: Occupation

Technical report: Improvements to labour force estimates

## Related publications (Appendix 3)

### APPENDIX 3 RELATED PUBLICATIONS

Title	cat. no.	Frequency	Latest issue
Information papers and other reference material			
ABS Labour Market Statistics	6106.0.55.001	Irregular	2003
Australian System of National Accounts: Concepts, Sources & Methods	5216.0	Irregular	2000
Changes to Labour Force Survey Products	6297.0	Irregular	2003
Estimating Average Annual Hours Worked	1352.0.55.077	Irregular	Jun 2006
Forthcoming Changes to Labour Force Statistics	6292.0	Irregular	2003
Labour Force Survey Sample Design	6269.0	Irregular	2002
Labour Force Survey Standard Errors	6298.0	Irregular	2005
Labour Price Index: Statistics Concepts, Sources & Methods	6351.0.55.001	Irregular	2004
Labour Statistics: Concepts, Sources & Methods	6102.0.55.001	Irregular	ABS web site, 2006
Questionnaires Used in the Labour Force Survey	6232.0	Irregular	2004
Labour force supplementary surveys			
Career Experience	6254.0	Irregular	Nov 2002
Child Care	4402.0	Irregular	Jun 2005
Education & Work	6227.0	Annual	May 2006

Employee Earnings, Benefits & Trade Union Membership	6310.0	Annual	Aug 2005
Forms of Employment	6359.0	Irregular	Nov 2004
Job Search Experience	6222.0	Annual	Jul 2006
Labour Force Experience	6206.0	Biennial	Feb 2005
Labour Force Status & Other Characteristics of Families	6224.0.55.001	Annual	Jun 2006
Labour Force Status & Other Characteristics of Migrants	6250.0	Triennial	Nov 2004
Labour Mobility	6209.0	Biennial	Feb 2006
Locations of Work	6275.0	Irregular	Nov 2005
Multiple Jobholding(a)	6216.0	Discontinued	Final issue 2000
Persons Not in the Labour Force	6220.0	Annual	Sep 2005
Retrenchment & Redundancy(b)	6266.0	Discontinued	Final issue 2001
Underemployed Workers	6265.0	Annual	Sep 2005
Work-Related Injuries	6324.0	Irregular	2005-06
Working Arrangements	6342.0	Triennial	Nov 2003
Multi purpose household surveys			
Barriers and Incentives to Labour Force Participation	6239.0	Biennial	Aug 2004 to Jun 2005
Retirement and Retirement Intentions(c)	6238.0	Biennial	Aug 2004 to Jun 2005
Sub-annual labour surveys			
Average Weekly Earnings	6302.0	Quarterly	Aug qtr 2006
Industrial Disputes	6321.0.55.001	Quarterly	Sep qtr 2006
Job Vacancies	6354.0	Quarterly	Aug qtr 2006
Labour Force	6202.0	Monthly	Nov 2006
Labour Price Index	6345.0	Quarterly	Sep qtr 2006
Wage & Salary Earners, Public Sector	6248.0.55.001	Quarterly	Sep qtr 2006
Other labour surveys			
Employee Earnings & Hours	6306.0	Biennial	May 2004
Employer Training Expenditure & Practices	6362.0	Irregular	2001-02
Labour Costs	6348.0.55.001	Irregular	2002-03
Confidentialised Unit Record Files			
Child Care, Australia, Expanded Confidentialised Unit Record File	4402.0.55.001	Irregular	Jun 2005
Child Care, Australia, Expanded Confidentialised Unit Record File, Technical Paper	4402.0.55.002	Irregular	Jun 2005
Employment Arrangements and Superannuation, Australia: Confidentialised Unit Record File	6361.0.55.001	Irregular	Apr to Jun 2000
Employment Arrangements and Superannuation, Australia: Confidentialised Unit Record File, Technical Paper	6361.0.55.002	Irregular	Apr to Jun 2000
Survey of Education and Training, Australia, Confidentialised Unit Record Files	6278.0.30.001	Irregular	2001
Survey of Education and Training, Australia, Confidentialised Unit Record File, Technical Manual	6274.0	Irregular	2001
Australians' Employment and Unemployment Patterns, 1994-1997: Expanded Confidentialised Unit Record File	6286.0.55.001	Irregular	1994 to 1997
Australians' Employment and Unemployment Patterns: Expanded Confidentialised Unit Record File, Technical Paper	6286.0.55.002	Irregular	1994 to 1997
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic Confidentialised Unit Record File	6202.0.30.001	Biennial	Aug 2004
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia - Basic Confidentialised Unit Record File, Technical Paper	6202.0.30.002	Biennial	Aug 2004
Survey of Income and Housing - Basic and Expanded Confidentialised Unit Record Files, Technical Paper	6541.0	Irregular	2002-03
Other publications			
Australian Economic Indicators	1350.0	Monthly	Dec 2006
Australian National Accounts: National Income, Expenditure & Product	5206.0	Quarterly	Sep qtr 2006
Australian Social Trends	4102.0	Annual	2006
Australian System of National Accounts	5204.0	Annual	2005-06
Australians' Employment & Unemployment Patterns: First Results	6286.0	Irregular	1994 to 1997
Business Indicators	5676.0	Quarterly	Sep qtr 2006
Census of Population & Housing: Selected Education & Labour Force Statistics	2017.0	Five yearly	2001
Education & Training Indicators	4230.0	Irregular	2002
Employment Arrangements & Superannuation	6361.0	Irregular	Apr to Jun 2000
General Social Survey	4159.0	Irregular	2002
Government Benefits, Taxes & Household Income	6537.0	Irregular	1998-99
Household Income & Income Distribution	6523.0	Biennial	2003-04
Measures of Australia's Progress	1370.0	Biennial	2006
Regional Wage & Salary Earners - Electronic Publication	5673.0.55.001	Irregular	2000-01
Superannuation: Coverage & Financial Characteristics	6360.0	Irregular	Apr to Jun 2000
Voluntary Work	4441.0	Irregular	2000

(a) Latest data available on request for July 2001.

(b) Related data available from Labour Mobility.

(c) Previously conducted as a labour force supplementary survey until 1997, data now collected as part of the Multi Purpose Household Survey.

## List of Tables (Appendix 4)

### APPENDIX 4 LIST OF TABLES

The tables listed below are included in the publication **Australian Labour Market Statistics** (cat. no. 6105.0). Electronic sources of the data in these tables can be found in **Appendix 1**.

#### THE LABOUR FORCE

- 1.1 Labour force status: trend series
- 1.2 Age by social marital status
- 1.3 States and territories, and capital cities
- 1.4 Educational attendance (aged 15-24)
- 1.5 Country of birth by year of arrival in Australia
- 1.6 Relationship in household
- 1.7 All families: family type by labour force status
- 1.8 International comparisons

#### EMPLOYED PERSONS

- 2.1 Industry: trend series
- 2.2 Industry division and subdivision
- 2.3 Occupation major groups and sub-major groups
- 2.4 Industry and occupation by full-time/part-time status
- 2.5 Industry and occupation by status in employment
- 2.6 Actual hours worked: industry and occupation
- 2.7 Actual hours worked
- 2.8 Actual and usual hours worked

- 2.9 Full-time workers who worked less than 35 hours
- 2.10 Future employment expectations by job tenure
- 2.11 Public sector employees

#### **UNEMPLOYED PERSONS**

- 3.1 Duration of unemployment by age
- 3.2 Long-term unemployed persons: trend series
- 3.3 Reason for unemployment by industry and occupation of last job

#### **UNDERUTILISED LABOUR**

- 4.1 Labour underutilisation: population counts and rates
- 4.2 Labour underutilisation: age
- 4.3 Labour underutilisation: states and territories
- 4.4 Part-time workers: whether preferred to work more hours
- 4.5 Persons not in the labour force: whether looking for work

#### **EARNINGS/LABOUR COSTS**

- 5.1 Wage price index
- 5.2 Average weekly earnings: trend series
- 5.3 Compensation of employees and related measures: trend series

#### **INDUSTRIAL RELATIONS**

- 6.1 Industrial disputes: working days lost
- 6.2 Industrial disputes: working days lost per 1,000 employees

#### **JOB VACANCIES**

- 7.1 Job vacancies